

Termination of employments

Abstract

As its effects often have a very significant impact on employee's life, termination of employment is one of the most important institutes of labour law. For the above-mentioned reason, labour law is based on the principle of protecting the employee as a weaker party, and therefore the Labour Code regulates in detail and unambiguously the methods and conditions of termination of employment and especially obligations of employers and employees' rights in case of employment termination.

This rigorous work aims to map new ways of terminating employment in all its contexts, including the rights and obligations of both the employee and the employer. The rigorous work draws not only on the Labour Code, but also on the rich case law, professional literature and the following legislation.

The introduction of the rigorous thesis is focused on the historical development of labour law, from the first origins to the Labour Code No. 262/2006 Coll. including all its amendments to date.

The second chapter provides support for a comprehensive framework of employment termination that affects the brief characteristics of employment law, the emergence of employment, the concept, and the definition of the terms employer and employee.

The third chapter deals with individual types of terminated employment, which are divided into labor-juridical acts, labor-juridical event, and official decisions. In the subchapter Labor-juridical acts, the agreement on termination of employment, termination, immediate termination of employment and termination of employment during the probationary period are dealt with in detail. In the Labor-juridical event subchapter, expiration of certain time, the death of the employee or employer is regulated in greater detail. In the subchapter Other Methods of Termination of Employment, the areas of termination of employment are addressed as a result of a decision of competent authority, dismissal or giving up on managerial position and marginally special employment relationships.

Chapters 4 to 7 deal in detail with the individual types of termination of employment by legal acts, which are notice of termination, agreement on termination of employment, termination of employment relationship during the probationary period and immediate termination of an employment relationship.

The eighth chapter is devoted to the delivery of documents between the employment and the employer, which are important for the validity of legal proceedings.

The ninth chapter aims to get acquainted with the areas of rights and obligations on the part of the employee and employment upon termination of employment.

In the tenth chapter the position and role of the trade union is dealt with, especially in the termination of employment.

The last eleventh chapter is focused on issues of null and void termination of employment.

Key words: Labour law, termination of employment, the notice of termination